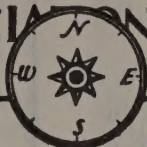


The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



April, 1942

The Board's Plans for Staff

The Social Worker in War-Time

Budget and Finances

Qualifications of New Members

Volume XXIII

Number 4

ASSOCIATION BUDGET FOR 1942

Due to uncertainty about the Association's plans and the postponement of the Board meeting from October to February, the budget for 1942 was necessarily set up on the basis of several different periods.

The Executive Committee in December authorized expenditures for January and February of \$13,545. Of this amount \$10,333.39 was spent. The National Board authorized an additional \$20,000 for the three months from March 1 to May 31.

Although the operating income in 1941 was \$66,958.84, the downward trend in dues payments which set in after the Delegate Conference last June caused the reduction of the budget estimate of income in 1942 to \$61,250. The authorized expenses for the first five months will equal about half the total expected for the year.

Details of budget estimates for the last seven months of 1942 will be presented to the National Board at its meeting in New Orleans in May, at which time the Financial Advisory Committee will make its recommendations, on the basis of the commitments up to that time.

Under authorization voted by the Board and implemented by actions of the Executive and Financial Advisory Committees, an adjustment has been made in some of the salaries of the clerical staff to offset in part the cost of living increase. Members of the clerical staff whose salaries were \$125 a month or less will receive \$10 a month additional, and those between \$125 and \$200 will receive \$7 a month additional retroactive to last January 1.

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The Professional Social Worker in War-Time

AASW Board plans special meetings in New Orleans to launch revival of program activities

THE Professional Social Worker in War-Time will be the general theme for the two meetings the Association is holding during the week of the National Conference of Social Work. The committee appointed to work out plans for the meetings—Donald Howard, Chairman, T. E. Wintersteen, and Eleanor Hearon—has arranged the two programs to offer, each in a different way, an opportunity for discussion of important program issues the professional organization needs to deal with and how most effectively its resources may be brought to bear on those issues.

In the first meeting, Monday, May 11, at 2 p.m., there will be three papers, followed by discussion. Dr. Stuart K. Jaffary, who is director of the School of Social Work, at the University of Toronto has returned only very recently from a trip to England to study needs there for American social workers. Dr. Jaffary will tell about professional issues discovered in the course of this trip which relate to issues professional social workers are and will be facing here. Dr. Marion Hathway will follow Dr. Jaffary, pointing out the primary responsibilities of professional social workers in the United States. Dr. Hathway is professor of public welfare in the School of Applied Social Sciences at the University of Pittsburgh. How the AASW can help professional social workers meet their war-time responsibilities, the distinctive values and uses of the professional organization in this situation, will be presented by Ewan Clague who is Associate Director of the

This year, as usual, the Association will have a booth at National Conference headquarters in the Roosevelt Hotel at New Orleans. Members of the national staff will be available for consultation from 8:30 A.M. to 5:00 P.M. All members of the Association are invited to take advantage of this consultation service and are urged to visit the booth early in the week to make appointments.

Bureau of Employment Security of the Federal Security Agency.

The second meeting, Wednesday, May 13, at 2 p.m., will be devoted to presentation and discussion of reports from chapters which will illustrate some of the professional issues they are identifying in the war situation and ways they are working on them. Lester Granger, 1st Vice President, will preside. It is hoped that out of both meetings will develop suggestions about program direction and development that will be useful to chapters and to the Association as a whole.

The National Board is meeting the two days prior to the opening of the National Conference, and at the Monday meeting the president, Frank J. Bruno, will report on recent actions and further plans for the Association decided on by the Board.

Both of the Association's meetings are open to all AASW members who are registered at the National Conference of Social Work.

In issuing the call for these meetings, Mr. Bruno made the following statement:

"The intent of the Board was to set the stage for revived interest in the affairs of the Association and to integrate our membership for the difficult days ahead.

"Social workers have their own distinctive share in the ordeal confronting this country and the world—a share no one else can perform. It is hoped that these meetings, by revealing what our own chapters are doing, and by the vision of the possibilities immediately ahead of us, may give us the stimulus to go forward with our rightful tasks."

Plans for Selecting New Executive Secretary

Association president announces Executive Committee appointment of Mrs. Mills in charge of national office and Miss Kahn advisor until permanent staff plans are effected.

By Frank J. Bruno, President

AT both of its meetings since the Chicago meeting of the National Board, the Executive Committee has given considerable attention to the matter of a new executive secretary and is now working out a statement of responsibilities and qualifications which will be considered by the Board at its meeting in New Orleans on May 9 and 10.

Meanwhile it has been necessary to make a plan for interim management, pending employment of the new executive secretary. Mrs. Elisabeth Mills, an assistant executive secretary, has agreed to assume management responsibilities beginning May 1, when the resignations of Mr. West, executive secretary, and Miss Marcus, assistant executive secretary, take effect. Mrs. Mills will be in full charge of administrative functions. Miss Kahn, who has been on leave with the National Refugee Service since November, 1941, will continue on leave but will be available for assistance in a consultative capacity. Frederick I. Daniels, past treasurer of the Association and a present member of the Financial Advisory Committee, has been elected to membership at large on the Board, filling a vacancy. He has also been appointed deputy treasurer to assist Mr. James Brunot, the present treasurer, who is now in Washington, D. C. Mr. Daniels will be available for close consultation with the staff on matters of management.

The Association is fortunate to have the continued assistance of the office manager, Amy McDonall, and all but one member of

the clerical staff, so that there will be no interruption in regular business and routines or in services to chapters on membership and dues matters. It is also important for the Association, for its orderly consideration of the many difficult and crucial issues ahead, that Mrs. Mills has been willing to accept this responsibility under difficult circumstances and conditions. Her presence on the staff assures the chapters and the membership of access to the normal established channels for consideration of issues and for communication within the Association. It also assures the Board of ready access to the accumulated experience and knowledge of the Association, and to problems of policy as these arise.

Obviously, however, with only one instead of four members of the professional staff in the national office, the program and services of the staff and of the Association as a whole must temporarily be curtailed. The Executive Committee has agreed that there can be no field work program in the immediate future and that national committee programs will have to be set aside except for the most pressing matters. There will undoubtedly be other curtailments. We must face the serious fact that there cannot be real resumption of Association program under these circumstances and that program development cannot possibly get under way until there are more staff resources. The Board and the Executive Committee are proceeding on the employment of the new executive secretary as rapidly as possible.

REPORT ON FINANCES FOR 1941

Balanced budget for year accomplished as required by the Delegate Conference—Audited statement of receipts and disbursements.

Whereas the Association ended the year 1940 with what was really a small deficit of \$439.14, counting unpaid bills, the year 1941 was ended with a balance of \$780.32. The business of the year was thus conducted on a total expense of about \$1,220 less than the income for the year and fully met the requirement of the Delegate Conference that the budget for the year be balanced. This was accomplished by reduction of staff costs and

other costs and the elimination of many of the normal national activities during the last seven months of the year.

The audited statement of receipts and disbursements for 1941 do not show the 1940 deficit or the same figures for balance as they do not tabulate the outstanding bills. The official figures for 1941, as reported after their audit by Haskins & Sells, Certified Public Accountants, are as follows:

CASH RECEIPTS AND DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1941
BALANCE, JANUARY 1, 1941..... \$ 591.35

BUDGET RECEIPTS:

Membership dues	\$66,647.93	
Less refunds, \$455.15, and bad checks, \$18.00.....	473.15	
Remainder	\$66,174.78	
Publications	634.12	
Miscellaneous	149.94	
Total budget receipts.....		\$66,958.84

BUDGET DISBURSEMENTS:

Salaries	\$42,169.22	
Office expenses	9,451.52	
Ediphones	395.00	
Federal and New York State social security taxes.....	1,219.31	
Committee travel	5,259.94	
Staff travel	3,397.50	
Compass	3,080.51	
Publications	136.07	
Conference	1,313.80	
Total budget disbursements.....		66,422.87

Excess budget receipts over disbursements..... **\$ 535.97**

NON-BUDGET RECEIPTS:

Chapter dues received.....	\$26,809.42	
Rental grant—Russell Sage Foundation.....	2,167.00	
Reimbursement of chapter dues advanced.....	300.00	
Reimbursement of personal travel expenses advanced.....	447.23	
Federal social security taxes withheld from employees.....	299.25	
Federal social security taxes applicable to prior years collected from former employees.....	21.06	
Total non-budget receipts.....		\$30,043.96

NON-BUDGET DISBURSEMENTS:

Chapter dues disbursed to chapters.....	\$26,809.42	
Rent against grant.....	2,167.00	
Chapter dues advanced.....	400.00	
Personal travel expenses advanced.....	447.23	
Payment of Federal social security taxes withheld from employees	299.82	
Total non-budget disbursements.....		30,123.47

Excess non-budget disbursements over receipts..... **79.51**

Excess of Total Receipts over Total Disbursements..... \$ 456.46

BALANCE, December 31, 1941..... \$1,047.81

Note: At December 31, 1941, the Association had \$425.00 on deposit with Transcontinental & Western Air, Inc., in connection with an Air Travel Plan, and had liabilities of approximately \$800.00 for various current bills unpaid at that date.

QUALIFICATIONS OF 751 NEW MEMBERS ADMITTED DURING THE YEAR 1941

NUMBER ADMITTED	JUNIOR	FULL	SECTION 6	TOTALS
SEX	211	512	28	751
Male	38	113	16	167
Female	173	399	12	584
TOTALS	211	512	28	751
AGE GROUPS				
21 to 25	69	81	..	150
25 to 30	68	202	..	270
30 to 40	56	182	16	254
40 to 50	15	43	10	68
50 and over	3	4	2	9
TOTALS	211	512	28	751
COLLEGE EDUCATION				
Bachelor's degree	209	505	28	742
Two years of college	2	7	..	9
TOTALS	211	512	28	751
PROFESSIONAL EDUCATION				
<i>Undergraduate Courses</i>				
Less than one year	11	..	..	11
One Year	5	7	..	12
<i>Graduate Courses</i>				
Less than one year	85	..	..	85
One year, less than two	98	191	..	289
Two years, no degree or diploma	12	65	..	77
Two years, with degree or diploma .....	..	249	..	249
Not meeting requirements .....	..	..	28	28
TOTALS	211	512	28	751
FIELD WORK				
In school of social work	210	511	..	721
In agency training district	1	1	..	2
Not meeting requirements .....	..	..	28	28
TOTALS	211	512	28	751
AGENCY AUSPICES				
<i>Public Social Work</i>				
Emergency agencies	8	28	1	37
Permanent agencies	104	173	10	287
	112	201	11	324
<i>Private Social Work</i>	80	291	17	388
<i>Not Employed, or Students</i>	19	20	..	39
TOTALS	211	512	28	751
FIELD OF WORK—private agencies only				
Case Work agencies	72	263	4	339
Community organization	2	5	2	9
Group Work	5	18	11	34
Other	1	5	..	6
TOTALS	80	291	17	388
TYPE OF POSITION IN AGENCY				
Executive	6	43	16	65
Supervisory	24	74	4	102
Practitioner	160	362	4	526
Teacher .....	..	6	2	8
Research	2	3	1	6
Other .....	..	4	1	5
Not employed, or students	19	20	..	39
TOTALS	211	512	28	751

LOCATION OF 751 NEW MEMBERS ADMITTED DURING THE YEAR 1941

Chapters	Junior	Full	Total
ALABAMA		3	3
ARIZONA	1		1
ARKANSAS		1	1
CALIFORNIA			
East Bay	10	5	15
Los Angeles	4	16	20
Sacramento		4	4
San Francisco	6	9	15
San Diego		1	1
COLORADO			
Colorado Springs			
Denver	4	6	10
CONNECTICUT	1	24	25
DELAWARE	1	7	8
DISTRICT OF COLUMBIA	9	15	24
FLORIDA	1	6	7
GEORGIA	1		1
HAWAII	1	2	3
ILLINOIS			
Chicago	11	38	49
Illinois State	1	8	9
INDIANA			
Indianapolis	5	4	9
St. Joseph Valley	3	1	4
IOWA	1	5	6
KANSAS			
Topeka			
Wichita	1	3	4
KENTUCKY	2	6	8
LOUISIANA			
New Orleans	3	12	15
Louisiana State	10	12	22
MARYLAND	1	12	13
MASSACHUSETTS			
Boston	2	17	19
Southeastern Massachusetts			
Western Massachusetts		4	4
Worcester	1	2	3
MICHIGAN			
Detroit	21	7	28
Grand Rapids	2	1	3
Lansing	2	1	3
Washtenaw County	2	2	4
MINNESOTA			
Arrowhead	3	2	5
Twin City	10	5	15
MISSISSIPPI	4	4	8
MISSOURI			
Central Missouri		2	2
Kansas City	6	4	10
St. Louis	6	15	21
NEBRASKA	3	7	10
NEW JERSEY		9	9
NEW YORK			
Buffalo	2	9	11
Ft. Orange	2	4	6
Hudson Valley		2	2
New York City		40	40
Rochester	3	9	12
Southern Tier			
Syracuse	1	6	7
Westchester County		2	2
NORTH CAROLINA	3	14	17
NORTH DAKOTA	3	2	5
OHIO			
Akron			
Cincinnati	3	9	12
Cleveland	12	13	25
Columbus	1	3	4
Dayton		4	4
Toledo	1	2	3

Chapters	Junior	Full	Total
OKLAHOMA	3	5	8
OREGON	2	4	6
PENNSYLVANIA			
Erie		1	1
Harrisburg			
Lehigh Valley	1	2	3
Northeastern Pennsylvania	2	10	12
Philadelphia		25	25
Pittsburgh		25	25
Reading			
PUERTO RICO	1	3	4
RHODE ISLAND	1	5	6
SOUTH CAROLINA	3	2	5
SOUTH DAKOTA		1	1
TENNESSEE			
East Tennessee			
Memphis		1	1
Nashville		3	3
TEXAS			
North Texas	1	2	3
South Texas		1	1
Southeast Texas	1	4	5
UTAH	7	2	9
VIRGINIA			
Lynchburg-Roanoke		1	1
Richmond	1	3	4
WASHINGTON STATE	10	8	18
WISCONSIN			
Dane County		1	1
Milwaukee	1	13	14
STATE COUNCILS			
California	2	4	6
Michigan	1	2	3
New York		1	1
Ohio		4	4
Pennsylvania		1	1
MISCELLANEOUS STATES			
Missouri	1		1
New Hampshire		1	1
New Mexico		1	1
Texas		1	1
Virginia	1	1	2
West Virginia	1	1	2
Wisconsin	1		1
TOTALS	211	540	751

PROFESSIONAL SCHOOLS ATTENDED
BY 751 NEW MEMBERS ADMITTED
DURING THE YEAR 1941Members of American Association of Schools of
of Social Work

	Junior	Full	Total
Atlanta University		3	3
Boston College		12	12
Boston University	1	8	9
Bryn Mawr College		7	7
Buffalo, University of	4	10	14
California, University of	13	10	23
Carnegie Institute of Technology		3	3
Catholic University of America	2	3	5
Chicago, University of	20	68	88
Denver, University of	4	4	8
Fordham University	1	12	13
Howard University	4	2	6
Indiana University	6	1	7
Iowa, State University of	1	1	2
Louisiana State University	9	4	13
Louisville, University of	1	5	6

	Junior	Full	Total
Loyola University	4	5	9
Michigan, University of	7	10	17
Minnesota, University of	12	11	23
Montreal School of Social Work .....	..	..	..
National Catholic School of Social Service	1	12	13
Nebraska, University of	4	5	9
New York School of Social Work	4	67	71
North Carolina, University of	3	11	14
Northwestern University	6	13	19
Ohio State University	2	6	8
Oklahoma, University of	4	5	9
Pennsylvania School of Social Work	3	29	32
Pittsburgh, University of	1	10	11
St. Louis University	3	11	14
Simmons College	2	21	23
Smith College .....	..	33	33
Southern California, University of	6	17	23
Toronto, University of .....	..	2	2
Tulane University	9	30	39
Utah, University of	6	..	6
Washington, University of (Seattle)	10	8	18
Washington University (St. Louis)	8	13	21
Western Reserve University	15	17	32
William and Mary, College of	5	7	12
<i>Work Taken While Schools Were Members of the AASSW</i>			
Cincinnati, University of .....	..	6	6
Graduate School for Jewish Social Work .....	..	6	6
Missouri, University of	3	1	4
Puerto Rico, University of	1	2	3
Wisconsin, University of	2	..	2
Other Training Courses Accepted	24	1	25
Section 6 .....	..	28	28
	211	540	751

National Nominating Committee Meeting

A meeting of the Nominating Committee of the Association was held April 24 and 25. The report of the committee, including names of candidates for vacancies on the Board and Nominating Committee for next year will appear in the June COMPASS. Elizabeth Dexter, the chairman elected by the committee, resigned the chairmanship at the meeting and announced that she would submit a minority report. Margaret Yates was elected chairman in Miss Dexter's place. Those present were Joseph Anderson, Mrs. Rebecca Boyle, C. William Chillman, Elizabeth Dexter, Kathryn Goodwin, Elizabeth P. Rice, Wilma Walker, Margaret Yates. Arlien Johnson was unable to be present.

Examinations for Children's Worker

The Personnel Board of the State of Washington has announced examinations for which residence requirements have been waived, for Children's Worker (Grades I, II and III) in the State Department of Social Security. Examinations for Grades I and II are unassembled and for Grade III are assembled. It is not certain at the present time whether the assembled examination will be given in any centers outside of the state. Applications will be accepted continuously until further notice and are available from the State Personnel Board, 1209 Smith Tower, Seattle, Washington. Interested, qualified persons are asked not to make application unless they are willing to accept immediate appointment.

Grade III—Salary \$130—\$155 per month. Minimum qualifications include graduation from an accredited 4 year college or university and successful completion of one year of graduate study in a professionally recognized school of social work.

Grade II—Salary \$140—\$170 per month. Minimum qualifications include those for Grade III and in addition one year's experience within the past five years of full-time paid professional employment in the field of family or child welfare.

Grade I—Salary \$160—\$200 per month. Minimum qualifications include those for Grade III and in addition two years within the past five years of full-time paid professional employment in the field of family or child welfare, one year of which must have been in a position as a child welfare worker in an approved agency.

Equivalent combinations of education and experience will be allowed. An oral interview will be part of the examination for all grades to be given at the time of appointment.